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ABSTRACT

It is the dimension of power or control, either in the workplace or in the family, that determines the degree to which social relations are alienating. The consequences of social inequality for the quality of personal life were examined in 314 married couples, of whom 70 were dual-earning non-parents, 123 were dual-earning parents, and 41 were single-earning parents. Subjects completed a quality of intra-personal life measure, love and liking scales, and a family alienation measure. In addition, class background, sex-role identity, achievement orientations, and social relations at work and in the family were assessed. The results showed that dual-employed couples had a significant impact on each other, but traditional couples did not. For the employed wife, her husband's characteristics accounted for 16% of the variance in her mental health status while her own characteristics had no effect. Her characteristics explained 23% of her husband's quality of interpersonal life as compared to 13% explained by his own characteristics. Overall, these results suggest that a husband's power has positive consequences for both himself and his wife, when they are both employed. The total pattern of results suggests that mental health status is associated with an individual's relations to those in authority in their social relationships. (References and data tables are appended.) (NB)

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SOCIAL POWER: EFFECTS ON SPOUSES' QUALITY OF PERSONAL LIFE

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SOCIAL POWER: EFFECTS ON SPOUSES' QUALITY OF PERSONAL LIFE

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ABSTRACT

The consequences of social inequality for the quality of personal life was examined in 314 married couples. Social inequality was proposed to affect the quality of life through social relations at work and in the family. The inequality in these relations was proposed to be determined by the individual's sex, class background, sex-role identity, and level of achievement orientation.

Initial work indicated that an individual's sex plays a stronger role than class background differences in predicting the quality of personal life. To further explore these relationships, a post-hoc analysis of the effects that individuals in marital relationships have on each other was conducted. Since the husbands had significantly higher scores on the power indicators, it was expected that their personal characteristics would have a more significant effect on their wives' quality of personal life than vice versa.

Dual-employed couples had a significant impact on each other, but traditional couples did not. For the employed wife, her husband's characteristics account for 16% of the variance in her mental health status while her own characteristics have no effect. Her characteristics explain 23% of her husband's quality of interpersonal life as compared to 13% explained by his own characteristics.

Overall, the results suggest that a husband's power has positive consequences for both himself and his wife, when they are both employed. The total pattern of results indicates that mental health status is associated with an individual's relations to those in authority in their social relationships.

Social Power: Effects on Spouses' Quality of Personal Life

It is the purpose of this study to examine the consequences of social inequality for the quality of the personal life of men and women. The manner in which social inequality affects the individual is proposed to be through the nature of the social relations in which the individual is involved. It is the extent to which these social relations are alienating that determines their impact.

In this study, alienation will be used as an objective relational concept. There are several reasons for returning to the Marxian tradition in this respect. One reason is that the Marxist theory, in which the concept of alienation is embedded, is appropriate to an analysis of inequality. Secondly, alienation used as a quality of relations provides a conceptual link between social stratification and individual psychological organization. For Marx, alienation denotes a condition of estrangement of persons from their own activity or labor (Ollman, 1971). What is essential for full human development is that persons be in control of their own activities, initiators of projects, and creators of themselves and the conditions of their lives. Therefore, it is the dimension of power or control, either in the workplace or in the family, that determines the degree to which social relations are alienating.

Now we will address the issue of how it is that power is distributed in social relations. Work social relations will be discussed first. The position that one finds oneself in in the

workplace is proposed to results from three factors: sex, class background, and achievement orientation. Sex and class background should have a direct effect on one's work position as well as operating indirectly through achievement orientation. Because of sexual discrimination in the workplace, being male or female will predict central features of one's work position, regardless of one's other qualities. It is well documented that women rarely have access to positions of authority, that they are paid less for the same work, and that they are restricted to a narrow bank of jobs considered to be appropriate for women (Hacker, 1983). This should make for a higher level of alienating work conditions for women.

Class background is an indicator of the quality and quantity of resources that one's family of origin controls. Families with control of economic resources in the marketplace can use these to benefit their children. This benefit can come through the quality and amount of education they can afford to provide, through the passing on of more informal success-related skills, and through personal contacts or social network connections of which they are a part. Families of lower class status, of course, cannot pass on to their children resources that they do not have access to themselves. Therefore, individuals from a middle-upper to upper class background have access to more valuable resources than those from lower class backgrounds, which increases the probability that they will work in non-alienating positions.

When we consider class and sex simultaneously, we would expect that within each class status, women would be in more alienating work situations than men. First, the general socioeconomic discrimination against women would prevent even a privileged woman from making full use of the resources to which she does have access (Wright, 1978). Secondly, resources within classes are not always equally apportioned between males and females. This is especially true the scarcer the resources. Under such conditions, it is more likely that males will be given preference (Paige, 1977). Finally, achievement orientation is one of the resources that families pass on to their offspring that varies by sex and class. Males and those from a higher class background will be more likely to believe in the importance of achieving. Therefore, one's achievement orientation will contribute to one's making maximum use of one's other available resources in the labor market, thereby promoting high quality work relations.

The control of a couple's resources can be either equally or unequally distributed, and the characteristics of this distribution will determine the alienating qualities of family social relations. Two factors are proposed to account for determining the alienating qualities of family social relations: gender and sex-role identity. Gender is used as an indicator of the traditional social expectations about the way married couples divide the power between them. Gender also has an indirect effect by influencing sex-role identity which can indicate one's personal commitment to traditional sex roles. There should be a

relationship, then between traditional sex-role identities and a traditional distribution of power in the family. Class background should have an indirect effect on family relations through its part in forming sex-role identity characteristics through the process of socialization.

The resources that one has as a consequence of one's class background and one's sex are major factors in determining the degree of control in social relations. The degree of alienation of these social relations is associated with the quality of personal life. How is it that alienating social relations are connected to mental health status, or the quality of personal life? The importance of power or control over one's actions has been emphasized by Marx (1848/1973), by Fanon (1968), and by Rotter (1966). Another way in which powerlessness may actually produce a poor mental health state is through a state of learned helplessness as suggested by Seligman (1975).

The model that has been described lays out the connections between sexual and economic inequality at the social structural level and identity characteristics produced by childhood social relations, which, along with other class and sex-based resources, are hypothesized to determine the power one has in adult social relations. These adult patterns of social relations at work and in the family are in turn hypothesized to be the direct determinants of the quality of one's adult personal life (See Figure 1).

Hypotheses based on these connections were tested at the individual level (Carrie-Thomas, 1985). The evidence indicates

that sexual inequality plays a stronger role than class background differences in predicting the quality of personal life. This was shown in two ways. First, there were significant mean differences by gender for sex-role identity characteristics, work social relations, family social relations, and the quality of intra-personal life, but only the mean values of achievement orientation differed by class background. Second, there was a sex difference in the relation of the variables in the model to the quality of intra-personal life. For males, the quality of intra-personal life was associated with work social relations, femininity, and androgyny, but this was not the case for females. None of the variables in the model predicted the quality of intra-personal life for women.¹

The sample investigated consists of married couples, so it was decided to conduct a post-hoc analysis of the effects that individuals in close relationships have on each other. Since the males in the sample had significantly higher scores on the power indicators than did the females, it is expected that an additional consequence of this social power differential might be that husbands' personal characteristics will have a more significant effect on their wives' quality of personal life than vice versa.

Method

The data comes from interviews collected for a larger project conducted under the direction of Dr. Karen Paige by the Institute of Social Research at the University of Michigan and funded by NIMH.

Sample

The sample consists of 314 married couples selected so that 70 were dual-earning non-parents, 123 were dual-earning parents, and 141 were single-earning parents.

Measures

There were two indicators of the quality of personal life -- the quality of intra-personal life measure constructed from items which had been developed to assess the mental health of the normal population through survey methods (Gurin et al., 1960; Philip, 1965; Rosenberg, 1965), and the quality of interpersonal life measured by responses to Rubin's (1970) love and liking scales, and Neal and Groat's (1977) family alienation measure.

Class background was categorized according to Wright and Perrone's (1977) schema.

Sex-role identity was assigned according to responses to a shortened version of the Bem Sex Role Inventory (Bem, 1974). The Achievement Orientation measure was developed by Spence and Helmreich (1978).

Two domains of social relations were examined -- social relations at work constructed from Robinson and Kelley (1977), Wright and Perrone (1977), and Wright (1977), and social relations in the family measured by division of household labor and decision-making power.

Results

Two types of analyses were performed. First, the effects of one spouse's individual characteristics on the other's quality of personal life was examined, and second, the degree of the power

difference in a couple's individual characteristics was regressed on the differences in their reported quality of personal life.

Separate regressions were run for the spouse characteristics analysis based on the wife's employment status, since non-employed wives had no work social relations scores. For dual-employed males, their wife's characteristics have no significant impact on their reported quality of intra-personal life. The more alienating the wife's social relations at work, the less decision-making power she reports in the family, and the higher her reported femininity, the higher the reports of the quality of interpersonal life by her husband (See Tables 1 and 2).

The husband's work and family social relations do not have a significant effect on the wife's quality of intra-personal life, but the husband's reported masculinity score is positively related and his class background is negatively related to the wife's reports of intra-personal life quality. In the analysis of the quality of the working wife's interpersonal life, none of the husband's characteristics have a significant effect (See Tables 3 and 4).

None of the regression models for couples in which the wife is not employed produce statistically significant results (See Tables 5 - 8).

In the analysis using the couples difference variables, the analysis is based on the entire sample. The more feminine the husband's score in comparison to his wife's reported femininity, the greater his quality of intra-personal life as compared to hers. Also the higher the husband's class background as compared

to his wife's, the greater his reported quality of intra-personal life as compared to hers. None of the other analyses show any statistically significant effects (See Tables 9 and 10).

Discussion

Dual-employed couples had a significant impact on each other, but traditional couples did not. The dual-employed husband's characteristics had an effect on his wife's reports about her quality of intra-personal life, or her mental health status. For the employed wife, her husband's characteristics predict more about her mental health status than her own characteristics, 16% of the variance as compared to none. The lower her husband's background status, the better his wife feels about herself. The more masculine her husband, the higher the quality of intra-personal life she also reports. Wife characteristics had an impact on the husband's reports of his quality of interpersonal life. They explain 23% of his quality of interpersonal life as compared to 13% explained by his own characteristics. For the husband in dual-employed couples, the more alienating his wife's social relations at work, the less her decision-making power in the family, and the more feminine she reports herself to be, the higher the quality of interpersonal life that he reports. Overall the results suggest that a husband's power has positive consequences for both himself and his wife, when they are both employed.

What is similar for men and for women, from these results, is that their mental health status seems to be associated with the nature of their relations to those in authority in social

relationships. For men, their relations vis-a-vis one another are important for their mental health status, as shown by the significance of work social relations for males' quality of intra-personal life. For women, it is their relations vis-a-vis their husbands that are crucial as shown by the predictive power of their husband's characteristics on their mental health status and the lack of predictive power of their own characteristics. Looking closely at the relations of males and females to those in positions of social authority over them should increase our understanding of the characteristics of social relationships that are related to states of mental health. Also collecting information from all individuals involved in social relationships to analyze their effects on each other should be added to the more traditional methodology of just gathering information from the individual.

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Footnotes

¹The complete results of this analysis are available from the author on request. Requests should be sent to Cher Carrie Thomas, Psychology Department, California State University, Long Beach, Long Beach, California 90840.

DUAL-EMPLOYED COUPLES

TABLE 1a
REGRESSION OF WIFE'S WORK AND FAMILY SOCIAL RELATIONS ON
MALE WORKER'S QUALITY OF INTRA-PERSONAL LIFE

Independent Variables	B	b	SE	F
Wife's Work Social Relations	.0855	.1436	.1512	.9018
Wife's Decision-making Power	-.0700	-.7717	.9939	.6030
Wife's Household Division of Labor	-.0504	-.0356	.0637	.3117

Note: For the equation $R = .0141$, $F(3,123) = .5861$ N.S.

TABLE 1b
REGRESSION OF ALL WIFE'S VARIABLES IN THE MODEL ON
MALE WORKER'S QUALITY OF INTRA-PERSONAL LIFE

Independent Variables	B	b	SE	F
Wife's Work Social Relations	.0602	.1011	.1619	.3899
Wife's Decision-making Power	-.0720	-.7936	1.0371	.5856
Wife's Masculinity	.0175	.0279	.1714	.0265
Wife's Femininity	.0257	.0450	.1675	.0723
Wife's Androgyny	.0590	.0128	.0207	.3806
Wife's Achievement Orientation	.0086	.0159	.2060	.0060
Wife's Class Background	.1073	.9582	.8449	1.2861

Note: For the equation, $R^2 = .0305$, $F(8,118) = .4635$ N.S.

DUAL-EMPLOYED COUPLES

TABLE 2a

REGRESSION OF WIFE'S WORK AND FAMILY SOCIAL RELATIONS ON
MALE WORKER'S QUALITY OF INTERPERSONAL LIFE

Independent Variables	B	b	SE	F
Wife's Work Social Relations	.2015	.2458	.1034	5.6471**
Wife's Decision-making Power	-.2798	-2.2412	.6799	10.8675*
Wife's Division of Household Labor	-.0852	-.0437	.0436	1.0040

**p<.05, *p<.01 Note: For the equation, $R^2 = .1260$, $F(3,123) = 5.9117$, $p < .001$

TABLE 2b

REGRESSION OF ALL WIFE'S VARIABLES ON THE MODEL ON
MALE WORKER'S QUALITY OF INTERPERSONAL LIFE

Independent Variables	B	b	SE	F
Wife's Work Social Relations	.1738	.2120	.1051	4.0676**
Wife's Decision-making Power	-.2241	-1.7956	.6737	7.1050*
Wife's Division of Household Labor	-.0871	-.0447	.0430	1.0764
Wife's Masculinity	-.0343	-.0396	.1113	.1265
Wife's Femininity	.2947	.3750	.1088	11.8810*
Wife's Androgyny	.1150	.0181	.0135	1.8053
Wife's Achievement Orientation	-.0073	-.0098	.1338	.0054
Wife's Class Background	.1153	.7479	.5488	1.8573

**p<.05, *p<.01 Note: For the equation, $R = .2250$, $F(8,118) = 4.2827$, $p < .001$

DUAL-EMPLOYED COUPLES

TABLE 3a

REGRESSION OF HUSBAND'S WORK AND FAMILY SOCIAL RELATIONS ON
FEMALE WORKER'S QUALITY OF INTRA-PERSONAL LIFE

Independent Variables	B	b	SE	F
Husband's Work Social Relations	-.0765	-.1426	.1668	.7307
Husband's Decision-making Power	-.0975	-1.0761	.9905	1.1803
Husband's Household Division of Labor	-.0373	-.0409	.0985	.1721

Note: For the equation, $R^2 = .0177$, $F(3,123) = .7374$ N.S.

TABLE 3b

REGRESSION OF ALL HUSBAND'S VARIABLES IN THE MODEL ON
FEMALE WORKER'S QUALITY OF INTRA-PERSONAL LIFE

Independent Variables	B	b	SE	F
Husband's Work Social Relations	-.1383	-.2577	.1751	2.1654
Husband's Decision-making Power	-.1589	-1.7544	.9905	3.1373
Husband's Household Division of Labor	-.0552	-.0605	.0941	.4137
Husband's Masculinity	.2659	.4253	.1907	4.9754**
Husband's Femininity	.0649	.1118	.1509	.5488
Husband's Androgyny	-.0986	-.0240	.0217	1.2206
Husband's Achievement Orientation	.2137	.3978	.2230	3.1818
Husband's Class Background	.3276	2.8089	.7762	13.0949*

** $p < .05$, * $p < .01$ Note: For the equation, $R = .1599$, $F(8,118) = 2.8065$,
 $p < .01$

DUAL-EMPLOYED COUPLES

TABLE 4a
REGRESSION OF HUSBAND'S WORK AND FAMILY SOCIAL RELATIONS ON
FEMALE WORKER'S QUALITY OF INTERPERSONAL LIFE

Independent Variables	B	b	SE	F
Husband's Work Social Relations	-.0527	-.0774	.1306	.3507
Husband's Decision-making Power	-.0220	-.1919	.7758	.0612
Husband's Household Division of Labor	-.1604	-.1387	.0072	3.2307

Note: For the equation, $R^2 = .0305$, $F(3,123) = 1.2900$ N.S.

TABLE 4b
REGRESSION OF ALL HUSBAND'S VARIABLES IN THE MODEL ON
FEMALE WORKER'S QUALITY OF INTERPERSONAL LIFE

Independent Variables	B	b	SE	F
Husband's Work Social Relations	-.0280	-.0412	.1425	.0836
Husband's Decision-making Power	-.0163	-.1416	.8058	.0309
Husband's Household Division of Labor	-.1673	-.1447	.0766	3.5705
Husband's Masculinity	.1065	.1344	.1551	.7504
Husband's Femininity	.2073	.2816	.1227	5.2652
Husband's Androgyny	-.0768	-.0148	.0177	.6961
Husband's Achievement Orientation	-.0369	-.0541	.1814	.0890
Husband's Class Background	.0797	.5390	.6315	.7234

Note: For the equation, $R^2 = .1054$, $F(8,118) = 1.7380$ N.S.

TRADITIONAL COUPLES

TABLE 5a
REGRESSION OF WIFE'S FAMILY SOCIAL RELATIONS ON
MALE WORKER'S QUALITY OF INTRA-PERSONAL LIFE

Independent Variables	B	b	SE	F
Wife's Decision-making Power	.0188	.1483	.8777	.0286
Wife's Division of Household Labor	-.0874	-.0790	.1004	.6196

Note: For the equation, $R^2 = .0077$, $F(2, 81) = .3156$ N.S.

TABLE 5b
REGRESSION OF ALL WIFE'S VARIABLES IN THE MODEL ON
MALE WORKER'S QUALITY OF INTRA-PERSONAL LIFE

Independent Variables	B	b	SE	F
Wife's Decision-making Power	.0060	.0470	.8857	.0028
Wife's Division of Household Labor	-.1230	-.1112	.1006	1.2237
Wife's Masculinity	-.0387	-.0596	.2002	.0886
Wife's Femininity	.1666	.3675	.2461	2.2309
Wife's Androgyny	-.1274	-.0321	.0287	1.2479
Wife's Achievement Orientation	-.2452	-.4852	.2568	3.5685
Wife's Class Background	.1052	1.0126	1.0661	.9022

Note: For the equation, $R^2 = .1009$, $F(7, 76) = 1.2178$ N.S.

TRADITIONAL COUPLES

TABLE 6a

REGRESSION OF WIFE'S FAMILY SOCIAL RELATIONS ON
MALE WORKER'S QUALITY OF INTERPERSONAL LIFE

Independent Variables	B	b	SE	F
Wife's Decision-making Power	.1299	.7672	.6525	1.3825
Wife's Division of Household Labor	.0116	.0079	.0746	.0111

Note: For the equation, $R^2 = .1313$, $F(2,81) = .7108$ N.S.

TABLE 6b

REGRESSION OF ALL WIFE'S VARIABLES IN THE MODEL ON
MALE WORKER'S QUALITY OF INTERPERSONAL LIFE

Independent Variables	B	b	SE	F
Wife's Decision-making Power	.1371	.8098	.6820	1.4098
Wife's Division of Household Labor	-.0109	-.0074	.0774	.0091
Wife's Masculinity	.0760	.0875	.1542	.3223
Wife's Femininity	-.0574	-.0945	.1895	.2488
Wife's Androgyny	-.0696	-.0131	.0221	.3511
Wife's Achievement Orientation	-.0564	-.0834	.1978	.1776
Wife's Class Background	.0420	.3020	.8210	.1353

Note: For the equation, $R^2 = .0446$, $F(7,76) = .5071$ N.S.

TRADITIONAL COUPLES

TABLE 7a

REGRESSION OF HUSBAND'S WORK AND FAMILY SOCIAL RELATIONS ON
NON-EMPLOYED WOMEN'S QUALITY OF INTRA-PERSONAL LIFE

Independent Variables	B	b	SE	F
Husband's Work Social Relations	-.1051	-.1714	.1826	.8809
Husband's Decision-making Power	.0375	.3014	.9043	.1111
Husband's Division of Household Labor	.0824	.1162	.1589	.5346

Note: For the equation, $R^2=.0234$, $F(3,80)=.6379$ N.S.

TABLE 7b

REGRESSION OF ALL HUSBAND'S VARIABLES IN THE MODEL ON
NON-EMPLOYED WOMEN'S QUALITY OF INTRA-PERSONAL LIFE

Independent Variables	B	b	SE	F
Husband's Work Social Relations	-.0043	-.0070	.2145	.0011
Husband's Decision-making Power	.0682	.5475	.9170	.3565
Husband's Division of Household Labor	.1324	.1867	.1602	1.3591
Husband's Masculinity	.3454	.5911	.2711	4.7543
Husband's Femininity	-.1579	-.3224	.2427	1.7654
Husband's Androgyny	-.0086	-.0022	.0306	.0049
Husband's Achievement Orientation	.1902	.3620	.2790	1.6841
Husband's Class Background	.0676	.5640	1.0385	.2950

Note: For the equation, $R^2=.1049$, $F(8,75)=1.0988$ N.S.

TRADITIONAL COUPLES

TABLE 8a

REGRESSION OF HUSBAND'S WORK AND FAMILY SOCIAL RELATIONS ON
NON-EMPLOYED WOMEN'S QUALITY OF INTERPERSONAL LIFE

Independent Variables	B	b	SE	F
Husband's Work Social Relations	-.0376	-.0410	.1202	.1162
Husband's Decision-making Power	-.0276	-.1477	.5954	.0615
Husband's Division of Household Labor	.2171	.2042	.1046	3.8115

Note: For the equation, $R^2 = .0491$, $F(3,80) = 1.3769$ N.S.

TABLE 8b

REGRESSION OF ALL HUSBAND'S VARIABLES IN THE MODEL ON
NON-EMPLOYED WOMEN'S QUALITY OF INTERPERSONAL LIFE

Independent Variables	B	b	SE	F
Husband's Work Social Relations	-.1302	-.1417	.1416	1.0018
Husband's Decision-making Power	-.0359	-.1923	.6052	.1010
Husband's Division of Household Labor	.1754	.1650	.1057	2.4348
Husband's Masculinity	-.2153	-.2459	.1789	1.8884
Husband's Femininity	.2350	.3201	.1602	3.9938
Husband's Androgyny	-.1438	-.0241	.0202	1.4219
Husband's Achievement Orientation	-.1267	-.1610	.1841	.7644
Husband's Class Background	.0488	.2717	.6855	.1571

Note: For the equation, $R^2 = .1241$, $F(8,75) = 1.3287$ N.S.

TABLE 9a
COUPLES DIFFERENCES IN SOCIAL RELATIONS REGRESSED ON
QUALITY OF INTRA-PERSONAL LIFE DIFFERENCES

Independent Variables	B	b	SE	F
Work Social Relations	-.7296	-.2419	.1586	2.3262
Decision-making Power	.0138	.1113	.5745	.0375
Household Division of Labor	-.0051	-.0039	.0561	.0047
Work Social Relations Dummy	.6760	23.0508	16.4980	1.9521

Note: For the equation, $R^2=.0135$, $F(4,208)=.7111$ N.S.

TABLE 9b
COUPLE DIFFERENCES IN SOCIAL RELATIONS REGRESSED ON
QUALITY OF INTERPERSONAL LIFE DIFFERENCES

Independent Variables	B	b	SE	F
Work Social Relations	-.4147	-.0910	.1042	.7618
Decision-making Power	-.1200	-.6394	.3776	2.8665
Household Division of Labor	-.0500	-.0251	.0369	.4633
Work Social Relations Dummy	.3457	7.7998	10.8454	.5172

Note: For the equation, $R^2=.0266$, $F(4,208)=1.4217$ N.S.

TABLE 10a
COUPLE DIFFERENCES ON ALL VARIABLES REGRESSED ON
QUALITY OF INTRA-PERSONAL LIFE DIFFERENCES

Independent Variables	B	b	SE	F
Work Social Relations	-.4032	-.1337	.1596	.7000
Decision-making Power	.0337	.2713	.5587	.2358
Household Division of Labor	-.0111	-.0084	.0543	.0240
Masculinity	-.1194	-.1745	.1226	2.0257
Femininity	.1325	.2547	.1299	3.8351**
Androgyny	-.0591	-.0133	.0153	.7644
Achievement Orientation	-.1183	-.2199	.1525	2.0786
Class Background	-.2425	-2.1278	.5969	12.7050*
Work Social Relations Dummy	.3286	11.2034	16.6847	.4509

**p<.05, *p<.01. Note: For the equation, $R^2=.1046$, $F(9,203)=2.6343$, $p<.01$.

TABLE 10b
COUPLE DIFFERENCES ON ALL VARIABLES REGRESSED ON
QUALITY OF INTERPERSONAL LIFE DIFFERENCES

Independent Variables	B	b	SE	F
Work Social Relations	-.1142	-.0251	.1076	.0541
Decision-making Power	-.1021	-.5441	.3768	2.0850
Household Division of Labor	-.0659	-.0331	.0366	.8149
Masculinity	.0352	.0341	.0827	.1696
Femininity	.1240	.1575	.0876	3.2314
Androgyny	.0318	.0047	.0129	.2132
Achievement Orientation	-.1156	-.1423	.1029	1.9130
Class Background	-.1056	-.6135	.4026	2.3215
Work Social Relations Dummy	.0061	.1371	11.2533	.0001

Note: For the equation, $R = .0700$, $F(9,203)=1.6968$ N.S.

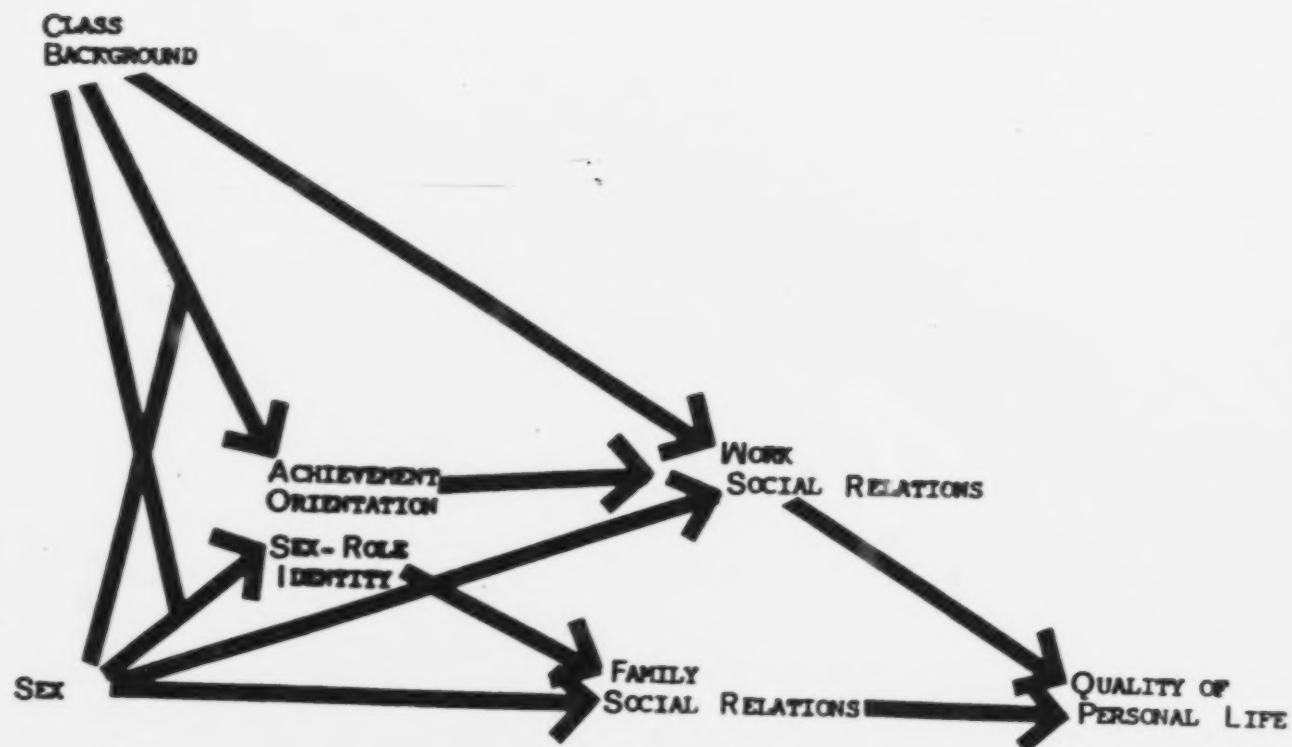


Figure 1: Structural Model of the Determinants of the Quality of Personal Life